Dear Sir/Madam,

**Sub:** Investor Presentation on Financial Results of TeamLease Services Limited (Company) for Q3FY20  
**Ref:** Regulation 30 and Regulation 46 of the SEBI Listing Obligations and Disclosure Requirements (LODR) Regulations, 2015

In compliance with the provisions of Regulation 30 of the SEBI LODR Regulations, 2015 please find enclosed ‘Investor Presentation Q3FY20’ of the Company towards financial results update for Q3FY20.

Further, in compliance with the provisions of Regulation 46 of the SEBI LODR Regulations, 2015 we shall upload the above on our Company’s website www.teamleasegroup.com for information of our shareholders.

This is in furtherance of our intimation dated January 22, 2020 relating to Conference Call with Investors on Q3FY20 Results.

Kindly take the above said information on record as per the requirement of SEBI LODR Regulations, 2015.

Thanking You.

Yours faithfully,

For TeamLease Services Limited

Alaka Chanda  
Company Secretary and Compliance Officer

Encl: As above
Key Performance Highlights

December 31, 2019

01. EBITDA margin has improved from **1.9%** in Q2FY20 to **2.0%** in Q3FY20 mainly on account of specialized staffing and HR services getting back on track.

02. Our total employee/trainee headcount is **~228,000** as of Dec 31, 2019 with quarterly addition of **~5,000** resources.

03. We have cleared the tax assessment of first year (FY16-17) with 80JJAA benefit.

04. Working Capital exposure of the group is currently standing at 18 days of DSO including recently acquired company IMSI.

05. TeamLease.com has clocked 1lakh job postings and 20lakh applications in Q3FY20.

06. We have maintained our funding exposure at 14% in general staffing business over the last 18 months.

07. Average realization per associate in general staffing has improved to **751** in Q3FY20 from **739** in Q2FY20.
## Financial Performance

### Consolidated Performance

*All Numbers are in ₹ Crores except for margins*

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q3FY20</th>
<th>Q3FY19</th>
<th>YoY Growth %</th>
<th>Q2FY20</th>
<th>QoQ Growth %</th>
<th>9MFY20</th>
<th>9MFY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>1,358.7</td>
<td>1,175.9</td>
<td>16%</td>
<td>1,273.2</td>
<td>7%</td>
<td>3,866.6</td>
<td>3,297.1</td>
<td>18%</td>
</tr>
<tr>
<td>Operating Revenue</td>
<td>1,351.4</td>
<td>1,172.2</td>
<td>15%</td>
<td>1,267.8</td>
<td>7%</td>
<td>3,870.4</td>
<td>3,284.2</td>
<td>18%</td>
</tr>
<tr>
<td>EBITDA</td>
<td>27.1</td>
<td>24.6</td>
<td>10%</td>
<td>23.6</td>
<td>15%</td>
<td>73.4</td>
<td>68.6</td>
<td>7%</td>
</tr>
<tr>
<td>EBITDA margin (%)</td>
<td>2.0%</td>
<td>2.1%</td>
<td></td>
<td>1.9%</td>
<td></td>
<td>1.9%</td>
<td>2.1%</td>
<td></td>
</tr>
<tr>
<td>PBT</td>
<td>23.9</td>
<td>24.4</td>
<td>-2%</td>
<td>19.4</td>
<td>23%</td>
<td>60.6</td>
<td>69.6</td>
<td>-13%</td>
</tr>
<tr>
<td>PBT margin (%)</td>
<td>1.8%</td>
<td>2.1%</td>
<td></td>
<td>1.5%</td>
<td></td>
<td>1.6%</td>
<td>2.1%</td>
<td></td>
</tr>
<tr>
<td>Net Profit (PAT)</td>
<td>25.5</td>
<td>25.3</td>
<td>1%</td>
<td>20.2</td>
<td>26%</td>
<td>64.4</td>
<td>72.0</td>
<td>-11%</td>
</tr>
<tr>
<td>PAT margin (%)</td>
<td>1.9%</td>
<td>2.2%</td>
<td></td>
<td>1.6%</td>
<td></td>
<td>1.7%</td>
<td>2.2%</td>
<td></td>
</tr>
<tr>
<td>EPS (Basic and Diluted) - Rs.</td>
<td>14.9</td>
<td>14.8</td>
<td>1%</td>
<td>11.8</td>
<td>26%</td>
<td>37.7</td>
<td>42.1</td>
<td>-11%</td>
</tr>
</tbody>
</table>

### Standalone Performance

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q3FY20</th>
<th>Q3FY19</th>
<th>YoY Growth %</th>
<th>Q2FY20</th>
<th>QoQ Growth %</th>
<th>9MFY20</th>
<th>9MFY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Revenue</td>
<td>1,255.4</td>
<td>1,096.8</td>
<td>14%</td>
<td>1,174.6</td>
<td>7%</td>
<td>3,587.9</td>
<td>3,072.2</td>
<td>16.8%</td>
</tr>
<tr>
<td>Operating Revenue</td>
<td>1,244.8</td>
<td>1,090.4</td>
<td>14%</td>
<td>1,165.4</td>
<td>7%</td>
<td>3,561.5</td>
<td>3,050.9</td>
<td>16.7%</td>
</tr>
<tr>
<td>EBITDA</td>
<td>21.6</td>
<td>19.5</td>
<td>10%</td>
<td>19.4</td>
<td>11%</td>
<td>59.2</td>
<td>52.6</td>
<td>12.4%</td>
</tr>
<tr>
<td>EBITDA margin (%)</td>
<td>1.7%</td>
<td>1.8%</td>
<td></td>
<td>1.7%</td>
<td></td>
<td>1.7%</td>
<td>1.7%</td>
<td></td>
</tr>
<tr>
<td>PBT</td>
<td>26.1</td>
<td>25.0</td>
<td>4%</td>
<td>23.0</td>
<td>13%</td>
<td>69.0</td>
<td>69.9</td>
<td>-1.3%</td>
</tr>
<tr>
<td>PBT margin (%)</td>
<td>2.1%</td>
<td>2.3%</td>
<td></td>
<td>2.0%</td>
<td></td>
<td>1.9%</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>Net Profit (PAT)</td>
<td>27.1</td>
<td>25.3</td>
<td>7%</td>
<td>22.7</td>
<td>20%</td>
<td>70.3</td>
<td>69.9</td>
<td>0.6%</td>
</tr>
<tr>
<td>PAT margin (%)</td>
<td>2.2%</td>
<td>2.3%</td>
<td></td>
<td>1.9%</td>
<td></td>
<td>2.0%</td>
<td>2.3%</td>
<td></td>
</tr>
<tr>
<td>EPS (Basic and Diluted) - Rs.</td>
<td>15.9</td>
<td>14.8</td>
<td>7%</td>
<td>13.3</td>
<td>20%</td>
<td>41.1</td>
<td>40.9</td>
<td>0.6%</td>
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</tbody>
</table>

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## Consolidated Segment Results

<table>
<thead>
<tr>
<th>Particulars</th>
<th>Q3FY20</th>
<th>Q3FY19</th>
<th>YoY Growth %</th>
<th>Q2FY20</th>
<th>QoQ Growth %</th>
<th>9MFY20</th>
<th>9MFY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>1,216.1</td>
<td>1,061.7</td>
<td>15%</td>
<td>1,139.2</td>
<td>7%</td>
<td>3,485.9</td>
<td>2,955.1</td>
<td>18%</td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>104.6</td>
<td>79.2</td>
<td>NC</td>
<td>100.5</td>
<td>4%</td>
<td>296.0</td>
<td>229.8</td>
<td>NC</td>
</tr>
<tr>
<td>Other HR Services</td>
<td>30.6</td>
<td>31.4</td>
<td>-2%</td>
<td>28.2</td>
<td>9%</td>
<td>81.3</td>
<td>99.4</td>
<td>-18%</td>
</tr>
<tr>
<td>Total Income from Operations</td>
<td>1,351.4</td>
<td>1,172.2</td>
<td>15%</td>
<td>1,267.8</td>
<td>7%</td>
<td>3,863.2</td>
<td>3,284.2</td>
<td>18%</td>
</tr>
<tr>
<td><strong>EBITDA:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>19.7</td>
<td>22.1</td>
<td>-11%</td>
<td>20.7</td>
<td>-5%</td>
<td>63.9</td>
<td>56.0</td>
<td>14%</td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>7.6</td>
<td>4.5</td>
<td>NC</td>
<td>6.3</td>
<td>21%</td>
<td>19.1</td>
<td>15.3</td>
<td>NC</td>
</tr>
<tr>
<td>Other HR Services</td>
<td>0.6</td>
<td>0.3</td>
<td>97%</td>
<td>(0.2)</td>
<td>428%</td>
<td>(5.7)</td>
<td>6.7</td>
<td>-186%</td>
</tr>
<tr>
<td>Unallocated</td>
<td>(0.9)</td>
<td>(2.3)</td>
<td>60%</td>
<td>(3.3)</td>
<td>72%</td>
<td>(3.9)</td>
<td>(9.4)</td>
<td>59%</td>
</tr>
<tr>
<td>Total EBITDA</td>
<td>27.1</td>
<td>24.6</td>
<td>10%</td>
<td>23.6</td>
<td>15%</td>
<td>73.4</td>
<td>68.6</td>
<td>7%</td>
</tr>
<tr>
<td><strong>EBITDA Margin</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Staffing and Allied Services</td>
<td>1.6%</td>
<td>2.1%</td>
<td>1.8%</td>
<td>1.8%</td>
<td>1.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Specialised Staffing Services</td>
<td>7.3%</td>
<td>5.6%</td>
<td>6.3%</td>
<td>6.5%</td>
<td>6.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other HR Services</td>
<td>2.0%</td>
<td>1.0%</td>
<td>-0.6%</td>
<td>-7.1%</td>
<td>6.7%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*All Numbers are in ₹ Crores except for margins*
<table>
<thead>
<tr>
<th>Particulars</th>
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<th>Q3FY19</th>
<th>YoY Growth %</th>
<th>Q2FY20</th>
<th>QoQ Growth %</th>
<th>9MFY20</th>
<th>9MFY19</th>
<th>YoY Growth %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Segmental Breakup:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IT Staffing Revenue</td>
<td>54.1</td>
<td>35.5</td>
<td>NC</td>
<td>55.8</td>
<td>-3%</td>
<td>165.2</td>
<td>98.1</td>
<td>NC</td>
</tr>
<tr>
<td>IT Staffing EBITDA</td>
<td>5.5</td>
<td>3.9</td>
<td>NC</td>
<td>5.0</td>
<td>11%</td>
<td>15.5</td>
<td>11.6</td>
<td>NC</td>
</tr>
<tr>
<td>IT Staffing EBITDA (%)</td>
<td>10.2%</td>
<td>11.1%</td>
<td>9.0%</td>
<td>9.4%</td>
<td>11.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Telecom Staffing Revenue</td>
<td>43.3</td>
<td>43.6</td>
<td>-1%</td>
<td>44.7</td>
<td>-3%</td>
<td>130.8</td>
<td>131.7</td>
<td>-0.7%</td>
</tr>
<tr>
<td>Telecom Staffing EBITDA</td>
<td>1.0</td>
<td>0.5</td>
<td>93%</td>
<td>1.3</td>
<td>-22%</td>
<td>3.7</td>
<td>3.7</td>
<td>0.1%</td>
</tr>
<tr>
<td>Telecom Staffing EBITDA (%)</td>
<td>2.3%</td>
<td>1.2%</td>
<td>2.9%</td>
<td>2.8%</td>
<td>2.8%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>IMSI Staffing Revenue</td>
<td>7.3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>7.3</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>IMSI Staffing EBITDA</td>
<td>1.1</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>1.1</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>IMSI Staffing EBITDA (%)</td>
<td>15.0%</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>15.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*NC: Not comparable as business from eCentric was acquired effective April 01, 2019.*
Headcount & Productivity

<table>
<thead>
<tr>
<th>Quarter</th>
<th>General Staffing Associates</th>
<th>NETAP Trainees</th>
<th>IT Staffing</th>
<th>Telecom Staffing</th>
<th>IT Infra</th>
<th>Total Headcount</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY-18 Q3</td>
<td>1,30,950</td>
<td>40,423</td>
<td>1,749</td>
<td>4,161</td>
<td>-</td>
<td>177,283</td>
</tr>
<tr>
<td>FY-18 Q4</td>
<td>1,32,323</td>
<td>43,052</td>
<td>1,786</td>
<td>4,162</td>
<td>-</td>
<td>181,323</td>
</tr>
<tr>
<td>FY-19 Q1</td>
<td>1,37,735</td>
<td>47,493</td>
<td>1,872</td>
<td>4,535</td>
<td>-</td>
<td>191,635</td>
</tr>
<tr>
<td>FY-19 Q2</td>
<td>1,45,145</td>
<td>48,725</td>
<td>1,961</td>
<td>4,104</td>
<td>-</td>
<td>199,935</td>
</tr>
<tr>
<td>FY-19 Q3</td>
<td>1,52,693</td>
<td>52,525</td>
<td>2,097</td>
<td>4,020</td>
<td>-</td>
<td>211,335</td>
</tr>
<tr>
<td>FY-19 Q4</td>
<td>1,54,095</td>
<td>56,169</td>
<td>2,115</td>
<td>3,832</td>
<td>-</td>
<td>216,211</td>
</tr>
<tr>
<td>FY-20 Q1</td>
<td>1,60,614</td>
<td>57,292</td>
<td>3,109</td>
<td>3,749</td>
<td>-</td>
<td>224,764</td>
</tr>
<tr>
<td>FY-20 Q2</td>
<td>1,65,029</td>
<td>51,341</td>
<td>3,055</td>
<td>3,494</td>
<td>-</td>
<td>222,919</td>
</tr>
<tr>
<td>FY-20 Q3</td>
<td>1,67,216</td>
<td>52,388</td>
<td>2,750</td>
<td>3,734</td>
<td>1.760</td>
<td>227,848</td>
</tr>
</tbody>
</table>

Consolidated Performance

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Staffing+Netap</th>
<th>Staffing Core Employees</th>
<th>Staffing Productivity</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY-18 Q3</td>
<td>1,71,373</td>
<td>781</td>
<td>219</td>
</tr>
<tr>
<td>FY-18 Q4</td>
<td>1,75,375</td>
<td>798</td>
<td>220</td>
</tr>
<tr>
<td>FY-19 Q1</td>
<td>1,85,228</td>
<td>800</td>
<td>232</td>
</tr>
<tr>
<td>FY-19 Q2</td>
<td>1,93,870</td>
<td>806</td>
<td>241</td>
</tr>
<tr>
<td>FY-19 Q3</td>
<td>2,05,218</td>
<td>788</td>
<td>260</td>
</tr>
<tr>
<td>FY-19 Q4</td>
<td>2,10,264</td>
<td>780</td>
<td>270</td>
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<tr>
<td>FY-20 Q1</td>
<td>2,17,906</td>
<td>788</td>
<td>277</td>
</tr>
<tr>
<td>FY-20 Q2</td>
<td>2,16,370</td>
<td>829</td>
<td>261</td>
</tr>
<tr>
<td>FY-20 Q3</td>
<td>2,19,604</td>
<td>826</td>
<td>266</td>
</tr>
</tbody>
</table>
Shareholding Structure

- Promoter Group 35.0%
- Exited promoter 5.0%
- FII/FPI 42.0%
- DII 13.5%
- Employees 1.3%
- Retail/HNI 3.0%
- ESOP Trust 0.2%
TeamLease Services established in 2002, is one of India’s leading human resource service companies in the organized segment. A Fortune India 500 company listed on both NSE & BSE markets, TeamLease has hired 17 lakh people over the last 17 years and has 2 lakh+ open jobs every day across the country in 6,600+ locations. A one-stop provider of human resources services to various industries and diverse functional roles, offering staffing, payroll processing, recruitment, compliance and training services. TeamLease set in motion the larger company mission of ‘Putting India to Work’ by focusing on its vision of 3 E’s – Employment (1.60 lakh+ associates), Employability (2 lakh+ students/trainees) and Ease-of-doing Business (55,000+ compliances). The Company in partnership with the Government of Gujarat, set up TeamLease Skills University (TLSU), India’s first vocational university, at Vadodara. In FY2015, TeamLease rolled out NETAP (National Employability through Apprenticeship Program) to provide on-the-job training to apprentices. The company has till date given employment to over 1.7+ million people with an aim to hire millions more.
Our Services

General Staffing

IT Staffing

Telecom Staffing

Hiring

Compliance and Payroll Services

Apprenticeship Program (NETAP)

Learning Services

Skill University
Overview

India’s Leading People Supply chain company in the organized Sector

Supply Chain

3500+ Clients across the spectrum of business

Clients

Over 2.27 Lakhs associates/ trainees, making us one of the largest private sector employer

Associates

Delivering in over 7000+ locations across all 29 states

Presence

9MY20 Revenue grew by 18% YoY

Revenue

PUTTING INDIA TO WORK
The Journey Thus Far

2002
The Company Started operations beginning from four offices. 20 clients and 40 employees.

2003
Strengthened the technology infrastructure with centralizing the operations in head office at Bengaluru

2004
Published our first labour report

2005
Strengthened the technology infrastructure with centralizing the operations in head office at Bengaluru

2007
Started New Service Offerings

2008
We initiated discussions for the apprenticeship revamp and made compliance a separate strategic business unit

2009
1st Round of PE Investment by Gaja Capital

2010
Made our first inorganic acquisition of IJUT Education Private Limited which is into retail and institutional training

2011
Signed a Memorandum of Understanding (MoU) for setting up the country’s first skills university with State government of Gujarat

2012
We were the founding members of ISF (Indian Staffing Federation)

2015
Filed DRHP with SEBI

2016
Acquired Keystone business solutions to strengthen IT Staffing

2017
Acquired 30% stake in Freshersworld.com

2018
Acquired further 21% stake in Freshersworld.com.

2019
Acquired IT Staffing vertical of eCentric and 25% additional stake in Cassius. Further acquired IMSI (IT Infra) in Nov.19
Our Board of Directors

Manish Sabharwal
Executive Chairman

Ashok Reddy
Managing Director & CEO

V Raghunathan
Independent Director

Zarir Batliwala
Independent Director

Latika Pradhan
Independent Director

Narayan Ramachandran
Independent Director

For more details
Scan the QR Code
Our Vision

Vision
Our Long term philosophy and goals are best reflected by our purpose of “Putting India to Work”

Our contribution
Our vision has been at the forefront of our existence, helping us employ, “One Indian” every 5 minutes over the past 5 years.

The Future that we see
Our goal is to become the largest Private sector employer of India, largest employer of the world by headcount
Key Value Drivers

We are one of India's largest staffing company have 6% market share & 2500 clients

Governance
Strict adherence to labour and corporate laws, backed by strong internal compliance

Scale

Productivity

Technology
The right know-how and data insights to help enhance operational efficiencies

Compliance

Reach

Presence
Pan India presence to scale our business with increasing trust and reliability
Cross Sector Services

FMCG

Logistics  Infrastructure  Telecom  Retail  eCommerce  Banking & Finance

Agriculture

Insurance  Engineering  Information Technology  Electrical & Electronics  Agro Chemicals  Manufacturing
Our Business Focus Areas

**Employment**
- General Staffing
  - TeamLease Services Limited
- Specialised Staffing
  - TeamLease Digital Private Limited
  - Evolve Technologies and Services Private Limited
  - IMSI Staffing Private Limited
- Hiring
  - Temporary/Permanent
    - Freshersworld
    - TeamLease Services Limited

**Employability**
- On-the-Job – NETAP
- Online – Schoolguru
- Onsite – Enterprise Learning
- On Campus - TLSU

**Ease of doing business**
- Compliance Services
- Payroll Outsourcing
- Digital Workforce Solutions

Our Presence

Our Offices
- Ahmedabad
- Bangalore
- Chennai
- Delhi
- Gurugram
- Hyderabad
- Dehradun
- Kochi
- Kolkata
- Lucknow
- Mumbai
- Pune
- Vadodara
Our Strategy

- Growth
- Margin Expansion
- Capital Frugality
- Governance
TeamLease Group Structure

TeamLease Services Limited

Subsidiary Companies

- TeamLease E-Hire Private Limited (formerly known as Cassius Technologies Private Limited) (76% Stake)
- IIJT Education Private Limited (Consolidated)
- TeamLease Digital Private Limited (TDPL) (Consolidated)
- TeamLease Education Foundation (Section 8 Company)
- IMSI Staffing Private Limited (72.7% stake)
- Evolve Technologies & Services Private Limited (Consolidated)
- Keystone Business Solutions Private Limited (Consolidated)
- TeamLease Skills University (Not Consolidated)

Joint venture

- Avantis RegTech Private Limited (33.33% Stake)

Associate Company

- School Guru Eduserve Private Limited (40.2% Stake)
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